SCHOOL OF SOCIAL WORK
University of Illinois
Navy Pier, CHICAGO

The COMPASS

AMERICAN · ASSOCIATION · OF · SOCIAL · WORKERS
130 E. 22d St. · New York City

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California Social Workers Quiz Gubernatorial Candidates

The five candidates for governor in the State of California were asked to state their social platforms by the social workers of Northern California. Four of the five candidates responded to the questionnaire which was sent to them and their replies were discussed at a joint meeting of the Northern California Chapter and the Social Workers Alliance. The candidates were asked to express their views on relief, social insurance, methods of taxation, an effective State Department of Social Welfare administered by a trained social worker, improved civil service laws and state registration of social workers. In asking the candidates whether they would appoint a trained and experienced social worker as administrator of the State Department of Social Welfare, the inquiry was made as to whether the candidates would consult the American Association of Social Workers (California Chapters) in regard to such an appointment.

Record Enrollment at New York School

A record enrollment of 710 students is reported by the New York School of Social Work for the current year and this represents only about one-half of the qualified applicants. A large proportion of those admitted were selected from among those already employed in governmental welfare agencies, federal, state and local.

Registration for the complete two-year training course is limited by the School to 175 students. The remaining 535 are mainly employed workers who are taking one or more single courses. The demand for these courses has been so great this year, particularly from workers in the public agencies, that the School has organized night classes for the first time in its history.

Under the F. E. R. A. training program, the school has forty students on F. E. R. A. fellowships. These fellowship students are selected by state relief administrations from among their employed staff members and those enrolled at the New York School come from Maine, New Hampshire, Virginia, North Carolina, South Carolina, Georgia, Florida and Puerto Rico. The fellowship students from larger communities are placed for field work in the city's Home Relief Bureau under supervisors who have had both public and private agency experience. Students from smaller or rural communities are placed in agencies in Westchester County where their field work experience will be more nearly comparable to the conditions under which they will probably work.

Forging Into Social Work

The membership department has recently encountered its first case of forged credentials. The occurrence has significance for employing agencies as well as the Association, since the applicant secured a position through the use of these credentials before applying for membership. The credentials included a complete list of courses taken at a graduate school of social work, with the grade received in each course and the statement that a graduate degree was received, as well as letters of reference from well known social workers. The agency accepted these papers at face value without making direct inquiry of the school or the references and the applicant was appointed. After taking the position she applied for membership in the A. A. S. W., using the same record of technical courses and securing local references. Before action was taken on the application the agency questioned the worker's background on the strength of her performance and made inquiries which resulted in the discovery that all of her credentials were forged.

Careful investigation of an applicant's fitness for a particular position is an important element in good agency practice at any time and evidently cannot be sacrificed with safety when jobs are at a premium no matter how urgently additional staff may be needed. Chapters and the national association will also need to exercise more care in securing official reports from the schools regarding applicants' technical credits, since membership in the Association has come to have so much value in qualifying for positions in social work.

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BRANION-WILLIAMS CASE DISMISSED

The Federal Government Finds at the Last Minute There Is "Not a Scintilla of Evidence" Against the Defendants

AT the eleventh hour and after heavy expenses were incurred by Ray Branion and other defendants in the case, Joseph Keenan, Assistant United States Attorney General, went out to Los Angeles and found "not a scintilla of evidence" against Ray Branion or Pierce Williams in the "conspiracy to defraud" case on which indictments were pending in the United States District Court for Southern California.

The indictment had been pressed by the local United States district attorney, and was brought in after there had been repeated attempts by prominent Democratic politicians in California to have a Democrat appointed for the relief administrator of the state in the place of Mr. Branion. The indictment charged that Branion and Williams, who was the field representative for the F. E. R. A., and several other local officials of the C. W. A. had put men on work projects and caused them to be paid, but because the projects were not sufficiently well planned or the proper tools provided, the administration of the C. W. A. had constituted conspiracy to defraud the United States Government out of the amounts which were paid in wages to the men on the projects.

Social workers and others who knew something of the situation in California formed a Defense Committee, as reported in the last issue of *The Compass*, to raise funds for the defense of the case. A long story of resistance to political pressure on the part of the F. E. R. A., its field representatives, first A. W. McMillen and later Pierce Williams, and Ray Branion as state relief administrator lay behind the events leading up to the indictment. The defense fund was considered important not only for the particular individuals involved, but for the efforts to resist political control of relief programs. Up to November 16, the Branion-Williams Defense Committee, of which Robert P. Lane of the Welfare Council of New York City is chairman, has received approximately $5,000 to apply against an originally estimated cost of $15,000. Some other funds have been forwarded directly to Robert Kelso who was designated as disbursing agent by Branion and Williams. Mr. Kelso has been in Los Angeles with Alan Johnstone and Walter Wilbur, all of whom resigned from the staff of the F. E. R. A. to associate themselves with the defense counsel. A full accounting will be made by Mr. Kelso to the Defense Committee.

Dissatisfaction over delay by the federal government in settling the case was expressed in the recent meeting of the Association's Executive Committee. It was pointed out that as the defendants had been carrying out the orders of the relief administration, they should have been protected against an unmerited attack by another branch of the federal government itself. It was voted that Miss Kahn, President of the Association, and the Executive Secretary should point out to the federal government that its own officials should not have been left to be rescued by their social work colleagues from the hazards of indictment and trial when their sole offense was performance of their duties as directed by the federal government.

The statement by the Assistant United States Attorney General in asking for dismissal of the case, as reported in the Los Angeles *Herald Express* for November 12, is printed below.

—W. W.

MOTION FOR DISMISSAL OF THE BRANION-WILLIAMS CASE

"No Corruption Shown"

"A review of this testimony and consultation with the representatives of the United States attorney's office of this district, who conducted the inquiry before the grand jury, shows no evidence on the part of any individuals of any corruption —as that term is usually understood and applied.

"There exists no evidence of the payment of any money to any of the defendants by anyone . . . nor were any such payments received, planned, devised or contemplated. . . .

"In fact, the sole charge made by the government in the indictment and the sole complaint against the defendants is that they permitted laborers to be placed upon the payrolls and receive the wages from federal funds without such laborers being properly equipped, in some instances, with tools or material to give a fair day's service for a fair day's wage.

"This is the government's case in its entirety.

Men Ready to Work

"The evidence, undoubtedly, shows that in some instances laborers were employed and given day's wages when they were not properly

equipped with tools and at times when they had no tools at all. However, no claim is made by the government that any such laborer received any pay without being at the job, ready, able and willing to perform the designated service.

"As against Pierce Williams and R. C. Branion, there appears not a single scintilla of evidence of any kind or description of any wrongdoings. A conviction of either of them would amount to a travesty on justice.

"The very emergency of the occasion required speed to serve its purpose. Scores of thousands of individuals were absolutely destitute and facing starvation. . . .

Rushed to Work

"For such reason the federal government caused 64,000 of such laborers to be put on jobs in a few days' time from November 22 to December 15. Forty thousand of these were taken from individuals that were then on the county relief rolls. . . .

"This department considered the advisability of permitting this case to proceed to trial so that all of the evidence could be adduced, so that the public, because of the extent of the charges made, would not be misled to conclude that any branch or arm of the government was engaged in suppressing the evidence of graft, corruption or other criminal acts.

Cites Time Loss

"However, to do so would take weeks and probably months of time, cause needless and unjustifiable and substantial expense to the government to say nothing of the fact that the defendants would be required to absent themselves from gainful occupations and would be subjected to the ordeal of a prolonged trial with their innocence at all times apparent. . . .

"This action of ordering the dismissal of the indictments in these cases is in no way intended to reflect on the investigators, the grand jury, the United States attorney, or his assistants in their conduct on these cases."

(EDITOR'S NOTE: When it is remembered how much the indictment cost the defendants, financially and otherwise, not to mention the cost to the government of the grand jury investigation, in which over 100 witnesses were heard, and that apparently when Mr. Keenan went to Los Angeles he found out nothing about the case which the local authorities could not have known all along, it is difficult to understand how Mr. Keenan arrives at the conclusion expressed in his last paragraph.)

Chapter Meeting for Employee Groups

A request to the Philadelphia Chapter by the employees' group of the County Relief Bureau for an opportunity to present their program has led to arrangements for a chapter meeting for this purpose. Similar organizations, such as the Association of Federation Workers and the Association of Staff Workers, will be asked to participate in the meeting by the chapter so that it may consider the programs and needs of all of these groups.

In view of this approach by one preprofessional group to a chapter of the A. A. S. W., other chapters may wish to give more consideration to the question of their responsibility toward other social work organizations in their communities.

An Investment in Staff Morale

For eight years the Catholic Charities of New York City has used insurance as a means of meeting their employees' concern over illness or injury while employed. This insurance, carried with the Aetna Life Insurance Company, is optional for all permanent employees. At present every staff member has willingly entered this cooperative venture with the agency. The facts of the plan are as follows:

Every employee, after three months' service with the agency, is eligible to subscribe to the sick benefit and life insurance policy carried by the agency. There are no physical or age limitations to this plan. Employees receiving a salary of $1800 a year or less are insured for $1000 life policy and $10 weekly sick benefit. Employees receiving a salary over $1800 a year are insured for $2000 life and $20 weekly sick benefit. The former group of employees pay 25 cents weekly and the latter group 50 cents weekly. These premiums are automatically deducted from the staff member's salary by the Catholic Charities. The additional and larger share of the cost of this insurance is paid by the agency. The sick benefit begins on the seventh day of the employee's illness and continues throughout the illness or until the maximum period of thirteen weeks is reached. During this period the agency pays the employee's salary minus the amount of the sick benefit, so that the person's full salary is guaranteed for the period of illness. Situations where illness is prolonged after thirteen weeks are dealt with individually by the agency. At the end of thirteen weeks' illness the sick benefit is automatically cancelled but can be renewed within the same year after the staff member has served another three months with the agency.

The value of this plan appears to be that it provides insurance protection for many em-

ployees who, because of age or other factors, could not be insured, or who could not individually pay the prohibitive costs of such a policy. Again, the insurance is transferrable without physical examination in those cases where the employee leaves the agency. The agency is provided with a sick benefit policy which is definite and assured to all employees. The provision for and cost of employees' illnesses is not left to chance or to individual application but is jointly planned for by employees and agency. Thus the plan represents a commonness of purpose of staff and agency which is vital to any agency program. "It is valuable and we would not give it up," is the response of the Catholic Charities of New York City.

The agencies which so far have adopted measures providing greater security for staff members are apparently unanimous in their conviction that desirable and adequate employment practices are an important additional means of furthering agency service and program.

State Division Meetings

Three state organizations of the A. A. S. W., Ohio, Pennsylvania and New York, held meetings in October which were attended by delegates from the local chapters within the state and also by members of the national staff. The Ohio organization has been in existence longer than the other two, but the major problems before all three groups seemed to be the mechanics of organization and the determination of function.

Representation for non-chapter members presents one of the chief organizational difficulties. Suggestions for meeting it include direct representation for non-chapter membership and the extension of chapter territory to include non-chapter members. The Pennsylvania and New York Divisions have drawn up constitutions, but in neither case is non-chapter representation provided for at the present time. The Pennsylvania Division believes that direct representation will be more effective for the non-chapter group and plans to arrange for this.

Questions of program and function were in the main left for later meetings by the Pennsylvania and New York groups. Suggestions were made that the Pennsylvania Division should maintain a consultation service on education and training at the State Conference and that the New York Division should stimulate activity by the chapters in connection with the study of the T. E. R. A. which is being made by a Commission appointed by the Governor. The Ohio State Committee is already launched on its program through the appointment of state standing committees on Personnel Standards, Professional Education, and Legislation.

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Work Relief and Wage Rates

A strike of four employees of the Seamen's Branch of the Federal Transient Service in Chicago is being investigated by the Chicago Chapter through its Committee on Personnel Practices. The situation was first brought to the attention of the chapter by the Practitioners' Group of the A. A. S. W. which stated that the striking employees were clients of the agency who were employed full time as clerical workers but paid on a relief basis.

The Advisory Committee of the Transient Bureau has advised the chapter of the position it has taken, namely, that necessary clerical work done for the Bureau by clients should be paid for at prevailing wage rates and that this recommendation has been made to the Bureau. The adoption of this recommendation, the Advisory Committee points out, would make it necessary to change the basis for the selection of clients for employment. The determining factor up to the present has frequently been the desirability of extending cash allowances to clients rather than the best service to the agency. If prevailing wage rates are to be paid, selection will have to be made on the basis of qualifications for the work, which would necessitate a review of all clients doing clerical work for the Bureau including the employees on strike.

The chapter's Committee on Personnel Practices is following up the matter with the Advisory Committee of the Transient Bureau to determine whether the striking employees were on a work relief or on a straight work basis and, if the latter, whether they were selected for fitness for certain jobs and had the status of regular workers. The Committee decided to go on record as objecting to the practice of using inmates of institutions for work at less than the prevailing wage rate, but felt that specific recommendations regarding the strikers could not be made until information had been secured regarding the terms of their employment and also regarding federal practice and federal instructions to the Transient Bureau in connection with the employment of clients.

Chapter Scholarships

Scholarship assistance for training has been secured by the Erie Chapter for local social workers. The University of Pittsburgh, Erie Center, at the request of the chapter and social agencies in Erie is offering a program of preprofessional and professional courses for employed social workers. To enable social workers who are particularly well qualified but who would need some financial assistance to take these courses, the chapter raised a small fund from outside sources for the first semester which was divided among three workers. Similar assistance will probably

be provided by the chapter for the second semester if there is need for it.

In asking the University to arrange a training program, the chapter and the local agencies felt that it was important to have such courses as were set up fit into the Association's membership requirements. With this in mind, the University is offering both preprofessional and professional courses at hours convenient for employed social workers and also has under consideration the possibility of offering supervised field work. The professional courses are being given by members of the faculty of the Division of Social Work, University of Pittsburgh, Pittsburgh, which is accredited under the junior membership requirements of the American Association of Social Workers.

A Tri-State Conference

Social workers from Iowa, Nebraska and South Dakota joined forces this year in a Tri-State Conference of Social Work. A report on the conference sent to the national office by Esther Immer, Secretary of the Iowa Chapter, indicates that it was of unusual interest and value and that the 450 delegates must have found it distinctly worth while. The keynote of all the sessions was high professional standards, whether in the field of recreation, probation and parole or relief. No section meetings were held so that the delegates could give undivided attention to each session.

Particularly successful were the institutes on family welfare and child welfare, attended by 160 members, which preceded the main part of the conference. Mary Brisley of New York and Ethel Verry of Chicago were in charge of the institutes and so great was the interest in the family welfare institute that a second section had to be organized under Grace Ferguson who has recently joined the staff of the Division of Social Administration at the University of Iowa. Members of the institutes, mostly inexperienced workers, entered into discussion freely and were interested not only in case work principles and philosophy, but also in political action in support of desirable social measures.

The importance of trained leadership competent to lead through our present social turmoil was stressed at a dinner meeting of the Iowa and Nebraska Chapters by Mary Brisley who said that the profession should turn its energy from being merely social workers to being social planners.

The Iowa State Conference of Social Work is sponsoring the establishment of a state department of welfare as its special program for the winter. The Iowa Chapter is devoting itself to problems of professional growth, including institutes for relief workers throughout the state and library facilities in rural county offices.

Professional Standards Division Dropped

In the reorganization of the National Conference of Social Work, Division XI on Professional Standards and Education has been abolished. As evidence of the value of the subject matter of this Division and the importance of continuing its activities in some form, it is interesting to note that for the last two years the prize-winning Conference papers have been given in this Division whose program has been arranged jointly by the Division and the A. A. S. W. In 1933 the Chester D. Pugsley award for the papers making "the most important contribution to the subject matter of social work" went to Antoinette Cannon and Neva Deardorff for their papers on "Recent Changes in the Philosophy of Social Work" and "Next Steps in Job Analysis." In 1934 the award was given to Mary Van Kleeck for her paper on "Our Illusions Regarding Government" and to E. C. Lindeman for his paper on "What Are the Basic Unities of Social Work."

Our German Colleagues

The plight of dismissed German social workers who desire to come to America becomes more serious as increasing difficulties are imposed by the unwillingness of German authorities to allow money to be taken out of the country and the inability of American consuls to grant visas unless the applicant can bring a comparatively large sum of money with him.

Learning that consuls abroad were also refusing visas on the claim that the profession of social work was overcrowded in the United States, the Association, together with the Joint Vocational Service, and with "Hospites" (the independent organization of American social workers, headed by Mrs. John M. Glenn, for relief to German social workers) sent a joint letter on September 5, 1934, to the State Department. The letter set forth that there was little unemployment here among social workers experienced in relief; and

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that German social workers with this experience who could speak English fluently had, in fact, been able to secure professional work in America. "The profession of social work, for which we speak," the agencies said, "has no desire to have difficulties put in their way, but on the contrary, is disposed in every way to welcome them as fellow-professionals and do all possible to facilitate their adjustment here. . . . Far from grudging them their appointments, the social workers of America welcome them, and expect to profit professionally by what they have to tell us."

The recent report issued by Hospites tells of one fellowship granted from its own funds and three secured from other sources during the past year for research projects to be undertaken abroad, of one refugee leader in social work enabled to continue useful service in Palestine, and of forty-eight others helped in Germany and neighboring countries on a relief basis. Hospites is seeking funds from social workers and others interested to continue its work for another year. Members of the Executive Committee of Hospites are Mrs. John M. Glenn, Chairman, Jane Addams, Mollie Ray Carroll, Elizabeth W. Clark, Joanna C. Colcord, Margaret Curtis, Karl de Schweinitz, Samuel Goldsmith, Joel D. Hunter, Mary E. Hurlbutt, Maurice J. Karpf, Howard R. Knight, Porter R. Lee, Lillie Peck, Frances Taussig, Mary Van Kleeck, Walter West. Contributions may be sent to the secretary, Joanna C. Colcord, 130 East 22nd Street, New York City. Checks should be made payable to Porter R. Lee, Treasurer.

S. E. R. A. Training Program

A social service training program has been launched by the California Emergency Relief Administration to bring more adequate training to its social service staff of approximately 1500 workers.

Approximately one hundred fifty of these workers have had some training and are classified as junior and senior case workers or case work supervisors, while the balance are persons without social work training. This group of people is scattered throughout a state having an area almost equalling the combined areas of the States of New York, Ohio, Maine, New Hampshire, Vermont, Massachusetts, New Jersey, Delaware, and Rhode Island.

A four-point program is in operation.

First: Workers who were university graduates, employed by S. E. R. A. in the Social Service Division, who evidenced special ability, were selected for post-graduate work in the field of social service on the scholarships financed by the Federal Government.

Second: In metropolitan centers, evening courses in Social Case Work, Public Welfare Administration, and Community Organization, are given for the social service staff of local offices. The instructors are qualified lecturers of the S. E. R. A. training staff. These courses are given in cooperation with the State University. Group discussions, term papers, syllabi, lectures, and analysis of case records represent the major lines of instruction.

Third: Sparsely populated areas are served by two-day institutes given by members of S. E. R. A. training staff. These institutes are held monthly at various centers and are attended by S. E. R. A. workers within a radius of 250 miles.

Fourth: When geographical conditions make travel to institutes impractical, in-training is the "modus operandi" of teaching. Training staff members go into these localities and give intensive training to the workers over a week's period.

The training program is under the direction of the Social Service Division. The direct organization and supervision of the program is the responsibility of Hazel A. Hendricks and a trained staff, consisting of two instructors of social case work, Winifred J. Ryder and Ruth Durward; two instructors of Community Organization and Public Administration, John C. Henderson and Francis E. Bagley; and an additional staff member, Mrs. Eve Gilmour, whose work is that of planning and organizing institutes.

Salaries and Service

Salaries for public health nursing groups, both public and private, are being restored according to the October, 1934, *Bulletin* published by the American Nurses Association, the National League of Nursing Education and the National Organization for Public Health Nursing. The restoration of both salary cuts and salary schedules is an essential move, the N. O. P. H. N. believes, in order to maintain professional standards of work since the cost of living is rising and also because experienced nurses on relief projects have in some instances received greater remuneration than regular staff workers on curtailed salaries. The Committee on Adjustments of the N. O. P. H. N. has taken the stand that nurses engaged in professional work on relief projects should be paid on a basis comparable to the usual remuneration paid graduate nurses in the community by adjusting the time of the working day or week.

A number of social agencies in addition to the public health nursing organizations are moving to restore salary cuts and to re-evaluate salary scales as they realize that the salary reductions of the last few years have an undermining effect on quality of service through the loss of the better workers to other agencies and the general lessening of staff morale.

PROVISIONAL RECOGNITION IN SOCIAL WORK

LISTING or registering provisional social workers is preferred by the Executive Committee to any plan which would involve A. A. S. W. membership. Recognizing the serious personnel problems which led to the original proposal for provisional membership, the following action has been taken by the Committee:

1. The Personnel Standards Division is requested to prepare details of a plan for listing or registering by the A. A. S. W. the workers who would have qualified under the suggested provisional membership plan previously submitted and now withdrawn.

2. The recommendation is made that the A. A. S. W. amend the by-laws to discontinue the junior membership classification for new applicants beginning July 1, 1935.

In the proposal which had previously been submitted to the membership and the chapters, it had been assumed that a plan for associate or provisional membership could be worked out which would not threaten to weaken or replace the present professional standard established by the membership requirements of the Association. The proposal was formulated at a conference held during the summer at which members of the Personnel Standards Division, the Ad Interim Committee, and the National Membership Committee were present. The first stipulation in developing the proposal was that some means be devised for giving a limited membership status to the competent personnel who have been brought into social work without professional education. The action of the Executive Committee was an expression of doubt, shared also in many of the reports which have been received from chapters, that the granting of any membership status could be surrounded by the necessary safeguards. Such safeguards had been proposed in terms of a non-voting membership and of a time limitation, as well as in the term "associate" or "provisional." The opposition of the Executive Committee was based on the belief that any form of membership would encroach on the present standard.

Following are some of the reasons advanced for the A. A. S. W. to take some action to influence standards of personnel other than those affected by its own membership:

(1) The degree to which the A. A. S. W. membership standards have been used as a definition of qualified social worker and the protection which has thus been given to the public in the development of new social work programs is an indication that A. A. S. W. membership standards serve a distinctive and valuable purpose at the present time and should be maintained and developed.

(2) Thousands of positions which should require professionally educated personnel have been filled necessarily in the last few years by personnel without professional qualifications. The reason for this is that social work programs have developed so rapidly that qualified personnel could not be secured. As this condition is expected to continue for some time, it is desirable to establish standards of general education and personal fitness which will lay the basis for a carefully selected personnel.

(3) When it was found that the only approved standard, eligibility to A. A. S. W., was an impossible requirement to meet the great demand for new workers, the field was left with no secondary standard to which it could retreat. It should be noted that some officials did improvise a standard of their own, but large numbers of appointments bear witness to the need of an understood level of qualification.

(4) The excellent personal and educational background of large numbers of new workers who have been recruited during the past few years constitutes a valuable asset to social work.

(5) The mutual need of a close relationship between the professional, trained personnel and the large numbers of workers, qualified personally but not professionally, is apparent. These latter will soon represent a dominant part of the social work personnel with direct client relationship. There is need for personnel classifications, salary adjustments, promotions and professional training and affiliation for such a group and this should be an important concern of the A. A. S. W.

(6) A well considered basis for orderly demobilization of social work personnel will be needed whenever and wherever that may take place. Responsibility rests with the professional association to lay the ground work for this by offering incentive to those who would benefit social work by remaining in the field. Otherwise the recovery of other occupations may claim the more competent people while social work and client needs may be in the position of being fortuitously served by the less qualified personnel.

The Personnel Standards Division now has the responsibility for bringing in a plan of unofficial listing or registration. It is intended that such a plan would designate a limited provisional *functional* status for those persons who have the educational background to make them eligible to enter upon full professional education and who have demonstrated their capacity for professional social work. This status would of course be distinct from that which is attained by the membership requirements of the A. A. S. W.

Those in each city who were listed or registered would constitute an identifiable group with which the membership and the chapters would attempt to develop particularly close relations through the Association's publications, chapter activities, etc., to encourage them to continue in the field and to take the training necessary for professional status. The listing or registration would also be used as an index to the proportion of persons now employed in social work who would be eligible to and desirous of the further educational processes which would bring professional status.—W. W.

The Compass Needle

The latest chapter to enter the field with a publication is Detroit. Christened the *Compass Needle*, Vol. I, No. 1, appeared in October, 1934, with all the earmarks of a regular magazine—a promise to appear monthly except July and August, twenty printed pages, light blue cover and a roster of editors, assistant editors, managing editors, literary editors, contributing editors, associate editors, news editors, and exchange editors second to none.

The purpose of the *Compass Needle* is "to give the chapter members an opportunity to state what they consider the professional social work point of view on the problems confronting us today." It is not a news bulletin though it will print news "which has professional and interpretive value." Plans for the *Needle* also include injecting some of the thinking of the chapter into the public.

Chapter publications now total four. In addition to the Detroit *Compass Needle* there are the Chicago *Bulletin*, the Los Angeles *Lens*, and the North Carolina *Bulletin*. There is also the *Council Courier* of Buffalo which is published jointly by the Buffalo Chapter, the Social Workers' Club and the Council of Social Agencies.

Public Welfare Surveys

The strategic value of studying state welfare organizations at the present time is pointed out by the *Public Welfare News*, bulletin of the American Public Welfare Association. Since forty-four state legislatures will meet in regular session in 1935, there will be a possibility of securing legislative action in a large number of states to meet the needs which such surveys may reveal.

The Association's Committee on Revision of State Poor Laws of which Edith Abbott is chairman is prepared to cooperate in programs for the improvement of poor relief administration based on studies of existing systems.

HOUSING NEWS

Headway is being made on the seven limited dividend corporation projects for which the PWA set aside $11,500,000: In Alta Vista, Pa., houses completed; Boylan Housing, Raleigh, N. C., work underway; Boulevard Gardens, Woodside, N. Y., approximately 20 per cent complete; Euclid Housing, Euclid, Ohio, fourteen houses completed; Hillside Homes, Bronx, N. Y., approximately 15 per cent complete; Juniata Park, Philadelphia, Pa., approximately 49 per cent complete; Neighborhood Gardens, St. Louis, Mo., approximately 4 per cent complete.

Progress is also reported on the ten slum clearance projects: In Atlanta, demolition underway; in Chicago, Louisville, and Williamsburg, Brooklyn, land being acquired; Cincinnati and Detroit, option work started; Cleveland, title to property secured; Indianapolis and Montgomery, condemnation proceedings started; Nashville, project being laid out.

Detroit has been approved by the PWA for a $6,000,000 slum clearance program. Two and three-story apartment houses accommodating approximately 1400 families are being planned.

Chicago is to have a Negro housing project, on the south side, which will cost about $7,000,000.

. . . . .

Mr. Joseph P. Tufts of the Pittsburgh Housing Association in his paper on the "Housing of Tuberculosis Patients in the Hill District of Pittsburgh in 1933" indicates that 33 per cent of the cases under the supervision of the Public Health Nursing Association in 1933 lived in the Hill District, which is known for its bad housing. This may or may not be considered as evidence that bad housing is directly responsible for tuberculosis, but an increase in the number of cases follows the breakdown of living standards, including housing.

Mr. Tufts in another article describes briefly the "Federal Activities in the Interest of Housing Betterment" as follows:

1. The National Housing Act to interest private capital in building construction in order to enliven the building industry which has fallen down to 10 per cent operation.
2. The Federal Emergency Relief Administration to offer cities labor for the demolition of useless buildings.
3. Home Owners' Loan Corporation to relieve owners threatened with foreclosures and needing funds for repairs and maintenance.
4. Emergency Housing Corporation to deal with elimination of slum and blighted areas and the subsequent erection of new houses.
5. Federal Housing Administration to repair and modernize houses in growing districts.

. . . . .

Three new members have joined the Housing Committee of A. A. S. W.: Mr. Joseph P. Tufts, Pittsburgh Housing Association; Mrs. Louise Addis, Charity Organization Society, N. Y. C.; Mrs. Bessie Bloom Wessel, Connecticut College for Women.

. . . . .

For those interested in housing in England, there is the pamphlet "The Present Housing Situation in London," published by The Mansion House Council on Health and Housing, 1, Lincoln's Inn Fields, W. C. 2, London, England—price sixpence.

. . . . .

A memorandum on the Training of Managers of Low-Cost Housing Projects may be obtained from Abraham Goldfeld, Fred L. Lavanburg Foundation, 132 Goerck Street, New York City.

Living vs. Existing

Under the caption "Adequate Relief" the Los Angeles Chapter puts forth a plea in its publication, *The Lens,* which we feel sure the most hard pressed chapter member will be unable to resist: "The landlord gives free rent, social agencies supply used furnishings and the city fathers, at the request of the women's clubs, provide stenographic help. If, therefore, the chapter is to maintain a decent standard of living in its new headquarters and support its child, *The Lens,* an extra dollar per year is requested from each of the chapter relatives."

Not content with a struggle for improvement in the material conditions of its existence, the chapter is also going after greater professional satisfactions by proposing to employ a paid executive secretary on a part-time basis to "give us the professional leadership we demand and carry out the program planned to meet our professional needs. . . . We are all so inadequate individually to meet the problems facing social workers today. Shall we face them together through a live professional chapter or bury our heads in the sand and let the changing order pass over us."

The problem of functioning effectively on a volunteer basis is a real one for a chapter the size of Los Angeles which has over 300 members. Contributions toward the cost of employing an executive secretary have already been pledged by a number of members and the attention of the members is called to the fact that members of other professions pay from $10 to $20 or more in yearly dues to professional organizations.

Relief for Strikers

Officials of an industrial plant in Massena, New York, closed by strike, served notice that they would no longer contribute to town and village relief funds.

This is evidence of the confusion that arises in men's thinking to affect social planning and permit the exigencies of private industry to seem to dictate society's responsibility for basic human needs. From this it is obvious that provision for such basic needs must not be left subject to the fluctuations of private interests, but must be met through a public welfare program. Disinterested responsible contributor support and professional service must also be fostered to further create and maintain those additional social services so important to sound social planning.

The federal administration adheres to the principle that relief through public funds shall not be withheld from those who need it, regardless of strike activities.

Helen Russell

Members of the A. A. S. W. are very sorry to learn of the death of Helen Russell, one of the charter members of the Memphis Chapter. Miss Russell was always an interested member of the Association and took an active part in its activities. In appreciation of her interest the Memphis Chapter has established the Helen Russell Memorial Fund which will be used as a lending fund to provide social work training for a person who plans to make social work his profession.

County Welfare Administration

"The County as an Administrative Unit for Social Work" is a brief analysis of county organization in the United States. The clarity and timeliness of this pamphlet has prompted the national office to ask Miss Katharine Lenroot to send copies of it to the chairmen of A. A. S. W. chapters as valuable reference material for current chapter activities on poor law revision and on personnel standards. It should be of value for permanent chapter files.

This is a study by Ruth Colby, Bureau Publication No. 224, U. S. Department of Labor, Children's Bureau, 1933, for sale by the Superintendent of Documents, Washington, D. C., price 5c.

The Psychological Center in Paris

THE first summer session of the Psychological Center in Paris is of significance for the social worker with training and experience, who is seeking further ways of deepening his understanding of human beings in the present social structure.

Organized by Dr. Otto Rank and Dr. Pearce Bailey in Paris this year, the Psychological Center was planned to provide for Americans in certain related professional fields an opportunity to broaden their professional training. The Center is built primarily around the psychology of Dr. Rank who, as is well known, has developed out of his long experience a dynamic psychology that is particularly constructive in this rapidly changing social order. The location of the Center in Paris also makes possible the contributions of eminent European authorities through special lectures in the field of contemporary psychology and psychiatry.

During the first six weeks summer session there was unusual interest evidenced in this new approach to professional education. Thirty-seven men and women took part in the various seminar groups at some time during the summer. This group included not only those directly interested

in psychotherapy, such as analysts, psychiatrists and social workers, but also those faced with related problems of adjustment in the counseling field, including deans of colleges, ministers, teachers, etc.

The courses included child guidance, social work, psychiatry, general counseling, discussion groups for individual professional problems, and were all brought together by Dr. Rank's seminar on the basic conceptions of psychological therapy and their application to various professional needs.* One familiar with Dr. Rank's psychology will appreciate the value for such a group, representing both psychotherapy and education in its broader sense, of a point of view emphasizing above all the need for acceptance of the own self with its volitional autonomy, and the essential place of reality in strengthening and balancing that self.

The teaching staff this year included, in addition to the executives of the Center, a number of Americans from the fields of medicine, psychotherapy, psychiatry and social work. Among the staff were Dr. Frederick H. Allen, Director of the Philadelphia Child Guidance Clinic, Miss Almena Dawley of the same clinic, Dr. R. H. Edwards of Cornell University, Dr. Caroline S. Finley of New York, Dr. Virginia P. Robinson and Dr. Jessie Taft both of the Pennsylvania School of Social Work.

A medical board included, among others, Dr. George B. Wilbur of Boston and Dr. Lawrence S. Fuller of the American Hospital in Paris.

During the summer of 1935, the Center will continue with another session in Paris. It will be planned particularly for two groups with sufficient training and experience to make the seminar type of discussion valuable. One of these groups will be for those practicing psychological therapy. Another group will be organized especially to meet the needs of those whose professions require an expert understanding of individuals but who do not engage in psychological therapy in the more limited sense of the term. In order that significant professional problems may be profitably discussed, definite qualifications will be required for admission.

For a number of years there has been an increasing use of the discussion method for trained social workers in institutes in the United States. It is of great interest, therefore, to find an international authority like Dr. Rank concerning himself with the fields related to psychotherapy, such as social work and education, familiarizing himself with their development and lending his knowledge and experience to a free exchange of ideas. The effectiveness of this plan was evident this summer in the growing dynamic integration of the group, in the increasing relationship of discussion to individual professional experience, and finally in the acceptance of the variety of ways in which this newly shared knowledge and experience would need to be adapted and limited to the various fields in which the members of the group were working.

ALMENA DAWLEY.

* The American Association of Psychiatric Social Workers plans to publish in the next issue of its *News Letter* Dr. Rank's introductory material from the first session of his seminar.

Professional Standards and the Public

A far west and midwest chapter recently sounded similar notes on personnel standards and practises with relation to the public and its protection.

In St. Louis an outside speaker, asked to discuss certification and the experience of other professions, urged that social workers stress the importance of the protection of the public and the quality of service attainable under high standards of personnel.

In Northern California consideration was given to the changing rules and regulations in S. E. R. A. because of the hardships they work on social workers and clients. As a result a study of conditions with special reference to effect on staff and reaction upon clients is contemplated. It has been agreed that such a study should be made by people outside social work ranks and an existing organization for social welfare administration is being approached on this.

A Challenge to Professional Organizations

The responsibility of professional organizations for raising the standards of public social services is emphasized by Robert Lansdale in an article published in a recent issue of *Public Health Nursing*.* "The standards of public social services," says Mr. Lansdale, "will go forward only if the professional organizations assume the responsibility for assisting public administrators to understand and to accept their standards, and professional movements will have vitality only if they have meaning in public administration."

Mr. Lansdale suggests a number of ways in which the professional organization can participate in improving personnel:

Committee on Personnel

Of first importance is the formation by the professional organization of a national standards or

* *Public Health Nursing*, August, 1934. PROFESSIONAL ORGANIZATIONS AND PUBLIC PERSONNEL by Robert Lansdale. An address given at the National Organization of Public Health Nursing, Biennial Convention, April, 1934. Mr. Lansdale, who is Administrative Assistant in the FERA, is a member of the AASW Division on Personnel Standards.

personnel committee whose function is to set up training and experience qualifications for the span of positions which appear in large public organizations. Such standards must be established in terms of training and experience possibilities which exist or which can be put in motion.

Local Application

These standards would provide a basis for advisory services to local groups in the profession and stimulate the organization of local personnel committees which would adjust national standards to state and local conditions.

Unified Effort

The professional organization should keep in touch with efforts of other professional groups to improve public administration. Isolated effort should be avoided because there are many groups interested in the promotion of better public personnel practice whose knowledge and experience should be utilized.

Professional Training

The national organization should stimulate the training schools to provide the kind of curriculum that will fit community needs and fit into the administration of services to the community. An approved training program should include preparation for personnel administration.

* * *

Particular responsibility in the development of public personnel standards rests with professional people in administrative jobs.

Definite Requirements for Personnel

Administrators in selecting staff should know specifically what is wanted. It is only by means of objective, specific requirements for positions that satisfactory candidates can be located.

Clear-cut delineation of requirements by the administrator goes far in getting the approval and acceptance of the appointive body. If jobs are not under civil service an exact definition of requirements is the best guard against outside manipulation of appointments.

Civil Service

Under civil service procedure the professional person must take the initiative in interpreting the needs and requirements of his organization to the civil service commission if adequate attention is to be given to public welfare positions since these constitute a very small percentage of the extremely numerous and diversified positions for which the commission must conduct examinations.

If the complete list of jobs under civil service in a state or city is examined, it is clear that unless social workers take the responsibility for interpreting the needs and requirements of their field, pressure of work will prevent civil service commissions from giving much thought to it.

The interpretive rather than the demanding attitude will find the civil service officer anxious and willing to cooperate.

United effort by professional groups on civil service examinations operates successfully in the nursing field under the United States Civil Service Commission. The U. S. Public Health Service, Veterans Administration and Indian Service are jointly served by a blanket set of examinations, with standards mutually agreed upon by these departments and the commission.

An examining committee may give the profession an opportunity for interpreting standards to the commission. Professional people in administrative departments may be called upon to assist in actual rating of examinations, sharing this responsibility with the commission.

Public Welfare Not Under Civil Service

Other developments of procedure for securing good personnel in the absence of civil service procedure give promise.

The social workers' voluntary system of registration in California provides a means for establishing a minimum standard of eligibility to examinations. This is similar to procedure in the nursing profession.

In Alabama the State Child Welfare law requires that the State Child Welfare Department certify all county child welfare workers. This is similar to certification in the field of education.

Private Agency Influence

It is essential that private agencies with opportunity to set the pace for good personnel administration should themselves adopt fundamentals of sound personnel work including carefully worked out standards of selection of staff, of promotions and of working conditions.

Petty board member intrigues and staff politics may persist in private agencies because these agencies are not frequently exposed to the wholesome penetration of the light of public opinion.

Current Progress

Intensified interest in government as such has resulted from recently increased governmental activity.

Concentration of federal authority and activity, whether desirable on all counts or not, promises gains in the field of personnel. The procedure in personnel requirements set up by the Federal Employment Service will be exacted of states participating in federal-state employment programs, and many of the federal emergency agencies have set up specific requirements for positions to represent those activities in local areas.

The able Federal Civil Service Commission promises to make a permanent mark on public personnel policies.

Miss Mary E Murphy
848 No Dearborn St
Chicago Ill

Pamphlets and Periodicals

The A.A.S.W. at Kansas City. Social Service Review, September, 1934. A summary by Christine C. Robb of professional problems and responsibilities discussed at the American Association of Social Workers' membership meetings and joint conference sessions at Kansas City.

Interviewing and Case Recording. Bibliography of books, pamphlets, Conference proceedings and periodical material. Bulletin No. 127, Russell Sage Foundation Library, 130 E. 22nd Street, New York City. 10 cents a copy or 50 cents for six copies.

Editorial Opinion and Social Work. A cross section of what editorial writers all over the country say about social work and social workers. Published by Social Work Publicity Council, 130 E. 22nd Street, New York City. 25 cents a copy or $1.00 for five copies.

Directory of Child Welfare Agencies and of Homes and Other Institutions for Children in New York State. A fourth edition of this directory which is issued by the New York State Department of Social Welfare, Albany, New York. Copies free to public and private agencies, 25 cents a copy to individuals.

Self Analysis Survey of Minneapolis Settlement Houses. Twin City Federation of Settlements, 1929—2nd Street, Minneapolis, Minn. Price 25 cents.

A study of the ten settlements in Minneapolis, in which all staff members participated, to determine how effectively the settlements are functioning under present economic and social conditions, whether modifications of types of service are needed to meet new conditions and whether the settlements have an increasingly important function which warrants increased community support. A valuable analysis of the philosophy, objectives and functional services of the settlements.

Group Treatment for Transients. Robert Wilson and Dorothy B. de la Pole. National Association for Travelers Aid and Transient Service, 1270 Sixth Avenue, New York City. Price 75 cents each; 10 copies for $6.50.

A companion handbook to *Individualized Service for Transients* published by the same agency. Presents the constructive values of group treatment in contrast to the demoralizing results of regimented mass care. Group care intelligently administered, the handbook points out, has important treatment possibilities in overcoming the extreme individualism frequently developed by transients and preparing them for a return to regular community life through a successful experience in group living which provides outlets for special abilities and initiative and develops a sense of group responsibility. Detailed suggestions for physical care, work projects and recreation give the handbook great practical value.

Doctors, Dollars and Disease is the subject of a series of radio broadcasts on public health given every Monday evening at 10:30, Eastern Standard time, over a nation-wide network. The series is sponsored by the National Advisory Council on Radio Education in the hope that ways and means can be formed whereby the *practice* of medicine can keep pace with the *science* of medicine.

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The attention of the Association has been called to the fact that rates of returns on all form of annuity insurance will be reduced beginning December 1, 1934. The Equitable Life Assurance Society has advised the Association that practically all insurance companies will put this reduction into effect at that time. The reduction will not be retroactive. Members of the Association and agencies considering group annuity schemes may want to keep this date in mind in making their plans.